



IDEA Committee
Thursday, March 4, 2021
WebEx

Agenda

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|---|-------------------------------|
| Welcome | Abigail Gómez |
| Recap of meeting of February Meeting | Janet Starke |
| Share on Recent Presentation to Leadership Prince William | Janet Starke |
| Follow up to (action steps): | |
| • Working Timeline – 21 24 Strategic Plan | Janet Starke |
| • Policy Manual- review suggestions for edits | All |
| • IDEA Video/Photo Project | |
| Goals and Objectives (ongoing) | Janet Starke
Abigail Gómez |
| 1) Policy (internal and external) | |
| ○ Samples/resources to learn from: | |
| ▪ https://nasaa-arts.org/wp-content/uploads/2020/09/NASAA_EQUITY_CHOICE_POINTS.pdf | |
| ▪ https://massculturalcouncil.org/about/ | |
| ▪ https://nasaa-arts.org/nasaa_research/diversity-equity-and-inclusion/ | |
| ○ Review Cultural Equity Statement (annually) – include more definitions as research demonstrates | |
| 2) Grantmaking – policy informs the grantmaking | |
| 3) Operations – to be present in the policy; applications to hiring/Commissioner appointment practices | |
| 4) Programmatic - how does all of the above inform other programmatic efforts, i.e. Creative Aging, Creative Forces (other arts/military initiatives), Creative Placemaking, etc. | |
| Next Steps | Abigail Gómez |
| Continued Business | |
| --21 24 Strategic Plan | Janet Starke |
| • Discussion – further action items? Potential metrics/measurements? | |
| --IDEA/Video Photo Project | |
| New Business | |
| Adjourn | |
| Upcoming meetings: | |
| Thursday, April 8, 2021 from 11:30 AM – 1:30 PM (virtual) | |
| Thursday, May 13, 2021 from 12 – 1:30 PM (virtual) | |
| Friday, June 4, 2021 from 2:30 – 4 PM (virtual) | |



Statement on Cultural Equity

To support a full creative life for all, the Virginia Commission for the Arts commits to championing policies and practices of cultural equity that foster a just, inclusive, and equitable Commonwealth.

DEFINITION OF CULTURAL EQUITY

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for creative expression; and the fair distribution of resources.

FACING THE ISSUE

We acknowledge and affirm that...

- Cultural equity is critical to the long-term viability of the arts sector and the community at large.
- Everyone deserves equal access to a full, vibrant creative life. This is a bedrock principle of a healthy and democratic society
- Change happens when we acknowledge and challenge our inequities and work together as partners.

MODELING THROUGH ACTION

To provide informed, authentic leadership for cultural equity, we strive to...

- **Practice intentional outreach** to promote cultural opportunities beyond existing constituencies.
- **Periodically review** our policies, systems, programs, and services to assure that not only do they meet the letter of the law, but that they also serve as exemplars in the pursuit of cultural equity.
- **Actively promote diversity** among program advisors and participants.

FUELING FIELD PROGRESS

To pursue needed systemic change related to equity, we strive to...

- **Promote diverse cultural leadership** throughout the Commonwealth.
- **Encourage constituents and audiences** to identify ways to build cultural inclusion and diversity.
- **Measure, track, and share progress** on greater and more diverse cultural participation.
- **Advocate for public and private sector policies** that promote cultural equity.



IDEA **(Inclusion, Diversity, Equity and Access)**

Working definitions

In support of Virginia Commission for the Arts' [Statement on Cultural Equity](#), the Virginia Commission for the Arts suggests the following working definitions:

Inclusion

The active, intentional, and ongoing engagement of the diversity of an organization, creating and cultivating a sense of belonging, which allows people to participate and contribute within an environment.

Diversity

The characteristics of a group of people that recognize all dimensions of human identity and differences. ¹These differences may include, but not be limited to, race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background.²

Equity

The adoption and enactment of policies, practices, attitudes, and cultural messages designed to treat everyone fairly and justly, regardless of their identities.

Access

The ability to easily participate in or with arts experiences, regardless of age, disability/special need, geographic positioning/transportation availability, economic status, and cultural/racial background.

¹ National Assembly of State Arts Agencies.

² Americans for the Arts.